

Get Your Thank On:
Boost Your Workplace Culture & Bottom Line
February 26, 2019



Exercise:

Why is employee recognition important? What are the business reasons for showing appreciation to employees when they do great work? Share your responses at your table and write your top reasons here:

- 1.
- 2.
- 3.
- 4.
- 5.

Nothing is louder than the silence
where “thank you” should be.

#getyourthankon

Low-Cost Ideas to Build a Culture of Appreciation



- 1) **ASK** people how they like to be recognized. Individualize your approach.
- 2) Begin meetings with Kudos, Shout Outs, Props or “What’s something great you’ve seen a coworker do this week?”
- 3) Go **GREEN!** Create one-of-a-kind traveling awards using retrofitted trophies or repurposed items that represent a value, like ship in a bottle for *Leadership*.
- 4) Throw a “Not Going Away” Party for that indispensable person or team. Don’t wait until they leave!
- 5) Start a WOW Wall, Land of Awes, or a Who Walks the Talk board to encourage peer-to-peer appreciation.
- 6) Create certificates for “Going the Extra Mile” and enter into a drawing for a gas card, pedometer, or environmentally friendly car wash coupons.
- 7) There is no time like the present and there is no present like your time. Check in with staff or coworkers and ask them “What’s going well?” or “What can I do to help you be successful?”
- 8) Ask an employee to attend a meeting on your behalf or ask them to take the lead on a new project or co-facilitate a meeting.
- 9) Send a handwritten congratulations note to employees for EVERY service milestone, not just 5, 10, 15. Describe how the individual has contributed to the team over the past year and how their actions align with the company’s core values.
- 10) Start your own appreciation movement: Tell Me Something Good, Thankful Thursday, Fan Mail Friday, or Caught YOU Caring!

For 20 years, **Recognition Works** has helped leaders create cultures of appreciation and best places to work. Theresa Chambers, Chief Motivation Officer, brings a fun, fresh perspective to the evergreen topic of employee recognition. Using the Recognize the Moment® model, she offers toolkits, consulting and training on employee recognition that help you inspire, engage and keep great people. Projects and workshops are customized for each organization, its values, and culture. Let's chat about ways to "**get your thank on**" on your team and build a stronger culture of appreciation and engagement that impacts your bottom line!